



LOWELL SCHOOL COMMITTEE
Henry J. Mroz Administration Office
155 Merrimack Street
Lowell, Massachusetts 01852

John J. Leahy
Mayor and Chairperson

Andre P. Descoteaux
Vice-Chairperson

Hilary Clark
Michael Dillon Jr.
Jackie Doherty
Robert J. Hoey Jr.
Connie A. Martin

Human Resources & Labor Relations
Subcommittee Meeting

Thursday, November 19, 2020
City Hall – Council Chamber
6:00 p.m.

Tel: (978) 674-4324
Fax: (978) 937-7609

Subcommittee Members Present:

Chairperson Hilary Clark and Andy Descoteaux
Connie Martin was absent

School Committee Members Present:

Robert Hoey and Jackie Doherty

School Department Personnel Present:

Dr. Joel Boyd, Superintendent of Schools
Dr. James Hall, Chief Operating Officer
Latifah Phillips, Chief of Equity & Engagement

Chairperson Clark called the meeting to order at 6:00 p.m. The following agenda item was discussed:

1. Review of Superintendent's Goals for FY20-21 and Performance Evaluation Process

Superintendent Boyd spoke about what the evaluation of a Superintendent should be as well as the goals of the district as a whole. He stated that his goals are aligned with the strategic plan and that contractually the goals must be adopted and mutually accepted.

The Superintendent's recommended SY2020-2021 goals for evaluation are as follows:

1. Improve academics and student achievement at every school site which includes:
 - ❖ School Quality and Improvement Plans
 - ❖ Targeted Support for Chronically Underperforming Schools
 - ❖ Digital Learning Plan
 - ❖ Secondary School Reform
2. Improve operation efficiency across the system which includes:
 - ❖ Data-Driven Decision-Making
 - ❖ Diversity Recruitment and Hiring
 - ❖ Fair Student Funding
 - ❖ Transportation System Redesign
3. Ensure that every school is safe and welcoming to every student and every family, every day which includes:
 - ❖ Culturally and Linguistically Sustaining Practices
 - ❖ Social Emotional Learning
 - ❖ Facility Safety Audits
 - ❖ School Assignment Policy Analysis
4. Increase community engagement and empower families as partners in the educational process which includes:
 - ❖ Communication and Outreach to Families of Linguistically Diverse Backgrounds
 - ❖ Site-Based Budgeting
 - ❖ Portrait of a Graduate
 - ❖ Lowell Student Advisory Council

Superintendent Boyd stated that the district will be implementing virtual instructional rounds at our seven (7) turnaround schools. He stated that it will be interesting and rewarding adapting in the environment we are in.

Ms. Clark asked if virtual rounds will take place at multiple schools at a time.

Superintendent Boyd stated it will be one school at a time and then the district will be able to look at the progress and then look at ways for improvement. He stated that it's not an evaluative process.

Mr. Descoteaux asked if the Committee can be provided with a truncated evaluation where we can evaluate the Superintendent due to this not being a normal year.

Superintendent Boyd stated it's an interesting time and the most difficult year he's ever worked in and that no one has received training around this (during a pandemic). He stated that we can look at it moving forward this year and that certainly it's going to be truncated process for this year.

Mr. Hoey stated it's the busiest year he's ever seen. He stated he believes that the Superintendent is being humble and that he thinks he's saying let's forget what I did this year and wants to be evaluated on what he's going to do next. He stated that he wants to evaluate him on what he's done this year and believes he's done a good job.

Mr. Descoteaux asked if Aramark can elevate the quality of the grab and go meals.

Dr. Hall stated that he will look at the different lunch options per price.

Mr. Hoey added that when you satellite food it doesn't always come out great.

Ms. Doherty stated that she believes that the goals are very ambitious and that we will need to look at the metrics. She also asked if we are looking at our School Site Councils (SSC) again and including professional development.

Superintendent Boyd stated that we need to do a lot of that work virtually now and that a lot of schools have been engaging with their School Site Councils even prior to the budgeting process. He stated that he spoke with Principals this morning and he will be providing them with calendars with timelines and due dates to start making plans for next year.

Ms. Clark asked if there will be training for SSC virtually.

Superintendent Boyd stated that he will speak with Ms. Phillips and has high confidence that can be done.

Ms. Clark agreed that it's ambitious, but some of this work is already being done and it's a multi-year process and that we can continue to watch its progress.

The report included the 2020-2025 Lowell Public School Strategic Plan: Equity, Excellence, and Empowerment and the SY2020-2021 Strategic Goals, Action and Deliverables.

Mr. Descoteaux made a motion to adopt the annual goals presented at the Subcommittee and present them to the Committee; seconded by Ms. Clark. 2 yeas, 1 absent (Ms. Martin) APPROVED

Mr. Descoteaux made a motion to accept the report as a report of progress; seconded by Ms. Clark. 2 yeas, 1 absent (Ms. Martin) APPROVED

Mr. Descoteaux made a motion to adjourn at 6:46 p.m.; seconded by Ms. Clark. 2 yeas, 1 absent (Ms. Martin) APPROVED

Respectfully submitted,



Dr. James P. Hall, Chief Operating
Officer for Dr. Joel Boyd,
Superintendent and Secretary, Lowell
School Committee

JPH/mes